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ABSTRACT

This book introduces newcomers to the concept of facilitation, and it presents a critical analysis of established and current theory on facilitation for existing practitioners. The following are among the topics discussed: (1) emergence of the field of facilitation; (2) development of facilitation in management; (3) development of facilitation in education and training; (4) development of facilitation in community development (contributions of the Quaker movement; the meaning of "participation"; facilitation in developing and developed countries); (5) definitions and metaphors of facilitation; (6) models of facilitation (Heron's model of facilitation styles; the International Association of Facilitators (IAF) competency model of facilitation; the Kiser masterful model of facilitation; the Hunter model; the Hogan living frame of facilitation); (7) definitions of co-facilitation; (8) basic theories and concepts of group work (contexts and systems; diversity; group theory; individual behaviors and needs; experiential learning; learning processes; unlearning; self-development); (9) facilitating culturally diverse groups (making culture visible; cultural dimensions; multicultural groups); (10) facilitation and technology; and (11) professionalism and ethics (professionalizing facilitation; education of facilitators; professional accreditation). Forty-one tables/figures are included. Information on available journals, e-mail discussion groups, and World Wide Web sites devoted to facilitation is appended along with the IAF statement of values and code of ethics. The bibliography lists 265 references. (MN)

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